

NHSGGC Briefing

Fairer NHSGGC 2024-25 Monitoring Report & 2025-2029 Strategy

Al Low, Manager Equality & Human Rights Team



- Public Sector Equality Duty due regard
 - Eliminate discrimination, harassment and victimisation on grounds of protected characteristics
 - Advance equality of opportunity on the grounds of protected characteristics
 - Foster good relations on the grounds of protected characteristics





Protected Characteristics



- Age
- Disability
- Gender Reassignment
- Marriage And Civil Partnership
- Pregnancy and Maternity
- Race
- Religion
- Sex
- Sexual Orientation



Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012:

- **Report progress on mainstreaming the Duty (Monitoring)**
- **Publish equality outcomes & report progress (Strategy)**
- Assess & review policies and practice (EQIA)
- Gather & use employee information
- Publish gender pay gap information
- Publish statement on equal pay (Sex, Race, Disability)
- Consider award criteria in relation to procurement
- Duty to publish in a manner that is accessible



Monitoring Report 2024-5

- Evidences progress with identified mainstreaming outcomes under corporate priorities: **Better Care, Better Health, Better Workplace, Better Value**
- Evidences progress against Specific Outcomes (older people and frontline legislative compliance assessment)



Better Care – 2024-25

- 60,000 f/f interpreting appointments
- 150,000 telephone interpreting appointments
- BSL admission tracking for inpatients
- Digital EDI monitoring mainstream engagement.
- Exemplar racialised health outcome maternity work



Monitoring Report

Mainstreaming Highlights

Better Health 2024-25

- Targeted LD cancer screening programmes
- BME Boosted Health & Wellbeing Survey complete
- Implement BSL Action Plan (2024-2030)
 - BSL Mediator post, BSL Champions & SLWG
 - Innovation – iPads and QR codes in unscheduled care
 - Learning & education



Mainstreaming Highlights Better Workplace 2024-25

- Delivered second EDI event
- Launched EDI managers training (3000+)
- Growing staff fora and network
- Steady gains in workforce data capture
- BME Leadership programme continues
- Enhanced hate incident reporting and training



Monitoring Report

Mainstreaming Highlights

Better Value 2024-25

- Tendering includes evidence of contractor EDI policies
- Fair Work First practice fully implemented into procurement process (diverse and inclusive work practice)
- EQIA of key Board strategies and policies using integrated Fairer Scotland Duty Tool & UNCRC



Monitoring Report

Specific Outcomes 1

Enhancing person-centred care for older people

- Dedicated future care planning programme
- Training for 800 staff including:
 - POA, Frailty Scores, Carer Awareness & Preparedness
- Targeted support for carers programme (carers' information line use)
 - AHP Dementia Championship training



Monitoring Report

Specific Outcome 2

Assess and offset risk at ward level for PC groups

- Design, test and implement Frontline Equality Assessment Tool (FEAT)
- Across 2024-25 deliver 40 ward-based assessments covering inclusive person centred care and accessible environmental audits
- Focus on autism to inform 2025-29 outcome



2025-29



Mainstreaming Outcomes Better Care



- Communication support improvements (interpreting, translation)
- Enhance mainstream engagement inclusion and inclusive communication
- Inclusive person-centred care - Person Centred Care standards & Quality Strategy Implementation
- Digital solution (mitigation for digital exclusion)
- Equality impact assess service transitions - Reform



Better Health

- Ensure equitable access to screening and vaccination services
- Improve health outcomes for patients with a Learning Disability
- Implement BSL Plan – promote awareness, access and improve uptake



Better Workplace

- Deliver Workforce Equality Group Action Plan
 - Workforce facing Anti-Racism Plan
 - Deliver Cut it Out Programme
 - BME Mentoring Programme
 - EDI Event
 - Reasonable Adjustment Guide & Workforce Passport
 - Deliver range of learning events including People Management Training (3000+)



Better Value

- Equality proofing Sustainability and Value Schemes
- Maintain transparency and integrity of Fair Procurement Practice
- Deliver a range of Disability Discrimination Audits in partnership with disabled people (anticipatory duty)
- Apply Fairer Scotland Duty to strategic decision making via EQIA process



The Next 4 Years Specific Equality Outcomes

- **Meeting the needs of Autistic people in Acute care**
 - Test and implement Autism Passport
 - Support Autistic People to 'sense check' service pathways
 - Develop 'heat maps' for Acute patient access points
 - Produce Autism and Neurodivergence Pathway App for staff



- Supporting people with protected characteristics to access most appropriate unscheduled care
 - Work with Communications Directorate to produce accessible guidance for routes into appropriate urgent care settings
 - Engage with communities to develop motivational case studies to promote alternatives to ED
 - Create liaison relationships between EDs and marginalised community groups
 - Deliver Frontline Equality Assessments in unscheduled care settings



The Next 4 Years Specific Equality Outcomes

- **Implement the NHSGGC Anti-Racism plan**
 - BME Boosted PH&W Survey and learning implementation
 - Anti-racism elements of workforce plan
 - Test and implement new learning resources (CRER)
 - Communication support review for best quality
 - Collaborative action plan with MECOPP (Gypsy/Travellers)
 - Anti-racist work across key service areas including Perinatal Care, T2 Diabetes, CHD and Mental Health



- Equality and Human Rights Team will support system to deliver on specific and mainstream outcomes – taking the lead for the Anti-Racism Plan
- Improved partnership with 3rd sector and wider community voice inclusion
- Enhanced connection to NHSGGC corporate priority areas and senior leadership alignment
- Robust governance/reporting



END

